

MEMORANDUM OF AGREEMENT

The Region 9 Board of Education (hereinafter "Board") and the Joel Barlow Education Association (hereinafter "Association") do hereby agree that Section 9.6 of Article IX - the annualized premium share of the health insurance coverage for the teachers - is updated to read as follows, with this language replacing the current Section 9.6 in its entirety:

9.6 Each teacher who participates in the health insurance coverage provided by the Board shall pay a percentage of the annualized premium equal to:

10% for the Blue Care Plan or a substantially equivalent plan.

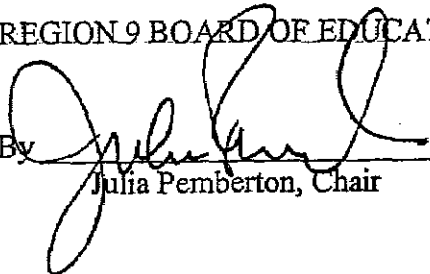
In 2006-2007, 13% for the Century Preferred Plan or a substantially equivalent plan.

In 2007-2008, 13.5% for the Century Preferred Plan or a substantially equivalent plan.

In 2008-2009, 14.5% for the Century Preferred Plan or a substantially equivalent plan.

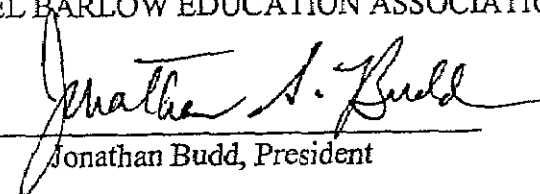
9.6(a) For the contract years 2007-2008 and 2008-2009, the Board and the Association agree to re-open this contract in accordance with statutory mid-term bargaining provisions of the State of Connecticut (C.G.S. §10-153f(e)) for the sole purpose of negotiating the terms of section 9.6 for the Century Preferred (PPO) or substantially equivalent plan only. Negotiations will commence on by August 15, 2006. In the event that Anthem Blue Cross is no longer the insurance carrier for the Region 9 Board of Education, the Board and the Association agree to re-open negotiations on the HMO plan of the new carrier under the same provisions as stated above for the PPO plan, only in so far as the Association cost share would be less than the agreed amounts.

REGION 9 BOARD OF EDUCATION

By 
Julia Pemberton, Chair

Date 8/30/2006

JOEL BARLOW EDUCATION ASSOCIATION

By 
Jonathan Budd, President

Date 9/12/06